APPENDIX.

Original Contract.

This Agreement, Made this.....day of....., 19...., by and between the

Western Cartridge Company,

a corporation organized under the laws of the State of Delaware, as Party of the First Part and hereinafter called "Company" and .....of ....., Party of the Second Part and hereinafter called "Employee."

Witnesseth:

That for and in consideration of the mutual covenants herein contained and of One Dollar ($1.00) lawful money of the United States in hand paid by the Company to the Employee, the receipt of which is hereby acknowledged, it is hereby agreed:

1. That for a period of six months, beginning..... ....., 19...., the Company agrees to engage the services of the Employee at such time and for such periods as in the discretion of the Company its business may require and it is understood that the Company shall have the right at any time during the period of this contract to reduce the number of employees by lay offs and that if Employee is so laid off he shall not be entitled to any wages during the period of any such lay off. The Company agrees to pay the Employee the prevailing rate for the class or classes of work that the Employee shall perform from time to time during the period of this contract. As a declaration of policy both parties hereto recognize the necessity for modifying wage rates to meet changes in economic and competitive conditions.

2. Employer agrees to pay one and one-half (1½) the regular wages to Employee for overtime work.

3. That the Employee in accepting said employment, represents himself to be in good physical condition, and agrees to devote his entire time and his best energies during working hours to the business of the Company; to well and faithfully perform the duties delegated to him by the Company, its Superintendents or foremen; to abide by the rules of the Company; to lend the utmost cooperation to the Company, its Superintendents or foremen, to the end that his efficiency and productiveness may be increased and the manufacturing cost of any work or article, upon which he may be engaged, decreased; and in all reasonable ways to advance the welfare and protect the interests of the Company.

4. That should any of the representations herein made by the Employee prove to be untrue, or should the Employee fail during working hours to devote his entire time and best energies to the interests of the Company, or fail to cooperate with or carry out the rules and instructions of the Company, its Superintendents or foremen, or should his efficiency become impaired, or should he refuse to perform his duties as provided herein, this contract shall become null and void, and such Employee shall be subject to immediate suspension or dismissal, at the option of the Company.

5. That inventions and discoveries relating to the manufacture of ammunition, or any products made by this Company, or any appliances connected therewith, or applicable thereto, developed mentally or by research or experimental work carried on in whole or in part with material or apparatus, or at the expense of the Company, resulting from the efforts of the Employee during the term of his employment by the Company, shall be the property of the Company, and upon its request and at its expense, the Employee shall make full disclosure thereof, shall sign, acknowledge and verify all petitions, specifications, claims, powers of attorney, and other papers proper, convenient

or necessary for the making of application for letters patent and the prosecution of said application, and will assign such inventions and discoveries and letters patent to be issued thereon to the Company; Provided, however, that nothing in the foregoing shall be construed to prevent the Company from compensating or rewarding the Employee in any manner as may seem fit and proper to the Company for such inventions or discoveries.

Any inventions and discoveries made by Employee which are not covered by the foregoing paragraph shall be offered by Employee to the Company and the Company shall have a reasonable time in which to investigate such invention and discoveries and to negotiate with Employee for the purchase of same before Employee discloses or offers said inventions or discoveries to others.

The Company declares and Employee acknowledges that by action of the Board of Directors the business of the Company has been declared a secret business and Employee agrees not to disclose to others, not a party hereto, any of the trade secrets, detail of process of manufacture or equipment, or other information concerning or related to the Company's business.

6. Both parties hereto agree that on account of the experience necessary to satisfactorily produce the products of manufacture of the Company and to insure the maintenance of a high standard of quality of such products a minimum labor turnover is desirable and therefore, in consideration of the compliance by the Employee with the covenants upon his part above set out, the Company agrees to pay the Employee, in addition to the total earnings paid to him as provided in Paragraphs #1 and #2 the following bonus, it being expressly understood that such bonus is to be paid only in the event Employee faithfully fulfills all his obligations under this agreement,

(a) Two and one-half per cent (2½%) of the total earnings paid the Employee under Paragraphs 1 and 2, shall

be paid the Employee within three weeks after the completion of this contract; provided, however, and it is hereby understood and expressly agreed, that upon the violation by the Employee of any of the covenants upon his part herein contained the bonus specified in this paragraph shall be forfeited forthwith.

(b) In lieu of the aforementioned two and one-half per cent (2½%) the Company agrees to permit the Employee to sign an order authorizing the Payroll Department of the Company to deduct from the earnings paid the Employee under Paragraphs 1 and 2, a sum up to four per cent (4%) in even multiples of one-half per cent (½%) of such earnings, which will be deposited with the Company, and upon which the Company will pay interest at the rate of six per cent (6%) per year, and the Company will match the amount so deducted and deposited plus an additional two per cent (2%) of such earnings, which together with the Employee's contribution outlined herein shall be paid the Employee within three weeks after the completion of this Contract; provided, however, and it is hereby understood and expressly agreed that upon the violation by the Employee of any of the covenants upon his part herein contained all of that amount to be contributed by the Company and specified in this paragraph shall be forfeited forthwith and only the money contributed by the Employee shall be returned to the Employee.

7. The Employee agrees to accept and be guided by and conform to the instructions issued or given by authority of the Board of Directors or Executive Committee or the Executive Officers of the Company, acting through or by its various managers, superintendents or foremen.

8. It is understood and expressly agreed that in the event the Employee fails to continue in the employ of the Company for the entire period of this contract, that the Company shall not be obligated to the payment of any

bonus under Paragraph 6 hereof, and shall pay to the Employee only the amount deducted from said Employee's wages under Paragraph 6 (b) hereof.

9. That in the event of the non-operation, or the material curtailment of the operations, of the plant of the Company due to fire, flood, strikes, business depression, changing economic conditions, acts of God, or other causes beyond the control of the Company, this contract may be terminated by the Company; Provided, however, that in the event of the termination of this contract by the Company as outlined in this paragraph for any reason not due to the fault of the Employee, the bonus and deductions, if any, as provided in Paragraph 6 shall become due and payable within three weeks after such termination.

10. If employee is laid off, and if such lay off shall continue for six consecutive weeks or more, the Employee may terminate this contract, and in that event the Company shall, within three weeks after such termination by the Employee, pay over to Employee the bonus and deductions, if any, as provided in Paragraph 6.

11. That this contract may with the agreement and consent of both parties hereto, be amended, renewed, or replaced by a different contract, mutually satisfactory to both Employees and Company, at any time during the period thereof.

In Witness Whereof, the Company has caused its corporate name to be hereunto subscribed and its corporate seal to be hereunto affixed by its authorized Officers, and the Employee has hereunto subscribed his name as of the day and year first above written.

Western Cartridge Company,

By.....

Secretary

.....

Employee